



DIVERSITY PLAN

Lawrence Berkeley National Laboratory

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PRINCIPLES FOR A DIVERSE COMMUNITY
Statement from Laboratory Director Paul Alivisatos

Lawrence Berkeley National Laboratory is committed to conducting great science and fostering technological advancement to solve the world's most challenging problems and answer its most vexing questions. A diverse workforce is an invaluable asset to achieving these goals.

To this end, we embody the following principles as we pursue Berkeley Lab's mission to bring science solutions to the world:

- We affirm the inherent dignity of all people and strive to maintain an environment characterized by respect, fairness and inclusion. Our valued community encompasses an array of races, creeds, and social circumstances. We recognize and value the richness contributed by our diversity.
- We accept open expression of our individuality and diversity within the bounds of courtesy, respect and sensitivity. We take pride in our collective achievements. We honor our differences.
- We do not tolerate discrimination or harassment on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services.

Sincerely,

Paul Alivisatos
Laboratory Director
July 1, 2010

CONTRACTOR'S WORKFORCE

INTRODUCTION

Lawrence Berkeley National Laboratory (Berkeley Lab, the Lab, the Laboratory) is committed to encouraging and supporting diversity both within its employee base and through its participation in the surrounding community. Berkeley Lab is a powerful force in the Berkeley community and has numerous programs in place that support the hiring, training, and retention of employees from diverse backgrounds and experiences. Additionally, Berkeley Lab activities and policies support minority-education programs and minority-owned businesses.

The following sections describe some of our diversity efforts.

RECRUITMENT STRATEGIES:

- The Human Resources (HR) Department, in consultation with the hiring manager, develops an appropriate recruitment strategy designated to obtain a diversified pool of qualified candidates. The recruitment strategy allows as much time as possible to establish a diversified applicant pool to meet affirmative action objectives. HR furnishes availability information on divisional affirmative action recruitment goals to the hiring department.
- HR develops a detailed recruitment plan for new positions informed by underutilization data and external resources to address the underutilization needs of the position within departments. These resources include:
 - ✓ Women and minority organizations
 - ✓ Community-based organizations
 - ✓ Professional industry and discipline-specific organizations
 - ✓ Diversity-related resources
 - ✓ College and university programs
 - ✓ Job fairs and conferences

Our resource list is updated regularly and as new and valuable resources become available.

- Berkeley Lab's online job application includes an option for applicants to provide ethnicity and gender information, providing HR staff data that would indicate the diversity of an applicant pool. Of course, applicants may decline to self-identify.

- The EEO/AA Manager provides underutilization reports to top management. These reports identify Laboratory placement goals. These goals are entered into the Human Resources Information System (HRIS). At the creation of every open position (job requisition), the underutilization data, if applicable, is displayed on the form as a reference. The underutilization reports are prepared semi-annually for internal dissemination to relevant Laboratory personnel.

Analysis of the work force includes the composition and fluctuation of women and minorities; updated availability estimates and utilization levels; and progress toward current affirmative action goals. The monitoring system is reviewed periodically to ensure that the data collection method provides current and accurate supporting documentation. Berkeley Lab works diligently to make certain that racial, national origin or any other protected class profiling does not occur in the workplace. We are committed to a diverse work environment where every qualified person has an equal opportunity to learn and succeed.

- Berkeley Lab continues to market itself as an employer of choice through the Internet and other media, as well as through focused local outreach efforts aimed at the diverse communities in which the Laboratory is located.
- Berkeley Lab uses a variety of Web sites for Internet advertising in an effort to attract a diverse group of job applicants. These include (but are not limited to):
 - ✓ Asian-Jobs.com
 - ✓ Association for Women in Science
 - ✓ Association of Women Geoscientists
 - ✓ Beyond.com
 - ✓ DICE.com
 - ✓ Diversity.com
 - ✓ LatPro.com
 - ✓ Science Diversity Center (SDC) thru Sciencecareersite.com
 - ✓ Society of Women Engineers
 - ✓ Women in Technology
 - ✓ WorkplaceDiversity.com

PROGRAMS SUPPORTING DIVERSITY:

The Ernest Orlando Lawrence Postdoctoral Fellowship

Berkeley Lab maintains a postdoctoral fellowship program to identify, develop, and enhance career opportunities for the most qualified candidates from a diverse applicant pool. This program offers challenging opportunities to recent recipients of doctoral degrees to conduct research in areas relevant to the Laboratory's mission.

The Ernest Orlando Lawrence Postdoctoral Fellowship provides opportunity across all scientific disciplines and divisions. It recognizes outstanding individuals from historically underrepresented groups in emerging scientific research fields and provides 50 percent of the recipient's salary for up to three years.

Diversity Council

Berkeley Lab's Diversity Council develops and implements new initiatives designed to strengthen existing diversity efforts in order attract and retain a workforce that reflects our diverse community.

The Diversity Council is comprised of employees from all areas of Berkeley Lab who are selected by their respective division directors. It provides advice and counsel to senior management on diversity-related issues. The Council provides a forum for identifying and sharing ideas, implementing existing best practices, and exploring new strategies that have proven effective in increasing diversity and awareness.

The Diversity Council recently revised its charter, Web site, roles, and responsibilities, which resulted in the creation of the following subcommittees:

- **Diversity Speakers/Social Activities** – Sponsor speaker and social activities around diversity related topics to further increase awareness for all staff.
- **Climate of Inclusion** - Take a proactive approach in analyzing climate survey results focused on diversity related topics.
- **Diversity Recognition** – Modify Berkeley Lab's recognition award process to include recognition of staff that contributes towards creating a more diverse workforce.

Women's Scientist & Engineer Council (WSEC)

Issues of gender inequity affect the careers of women scientists, engineers, and researchers around the world. Berkeley Lab addresses these challenges through the WSEC. WSEC hosts three to four luncheon seminars per year, highlighting the work of women scientists, engineers and postdocs. These forums are offered to increase networking/collaborative opportunities across all scientific disciplines. In addition, the Council has identified three active subcommittees to address challenges that women researchers may face during their careers:

- **Recruitment & Retention** – Develop and implement strategies to enhance the recruitment and retention of qualified women scientists and engineers.
- **Professional Development** – Identify and address the critical professional needs of women scientists, engineers and researchers at Berkeley Lab.
- **Work/life Balance** – Seek to discover innovative ways for staff to balance “professional and personal” quality of life.

Each subgroup works to broaden its participation and networking, identify specific goals and accomplishments and raise awareness of the value and importance of a diverse workforce.

Employee Activities Associations

Berkeley Lab supports, funds and encourages participation in several employee-led organizations where staff from all levels and all divisions come together around a common theme or interest. Among these are the Berkeley Lab Asian Association; the Gay, Lesbian, Bisexual, Transgendered and Friends Club; and the Latino and Native American Association.

COMMUNITY INVOLVEMENT AND OUTREACH

Situated among the diverse communities of Berkeley, Emeryville and Oakland, the Laboratory does not have to reach far to participate in community programs that benefit minority groups. A few of the activities that the Laboratory participates in are listed below:

- **Community Tabling:** hosting tables at community events to inspire interest in science education as well as employment and procurement opportunities at the Laboratory.
- **East Bay Green Corridor:** working with the mayors of Berkeley, Emeryville and Oakland to create training programs for jobs in the alternative energy and green energy industrial sector for students graduating from high schools or community colleges. Many of the participants are minority students.

EDUCATIONAL OUTREACH

In its educational outreach, Berkeley Lab's Center for Science and Engineer Education (CSEE) focuses on local diverse communities, primarily in Berkeley, Oakland, West Contra Costa County and Emeryville. Berkeley Lab scientists and other volunteers serve as teachers and mentors at local schools. Our educational outreach programs include:

- ***Berkeley Lab Adventure Zone in Elementary Science (BLAZES)***: A hands-on workshop and lab tour tied to the California Science Standards, provided at no cost to local fifth grade students.
- ***Berkeley Lab Afterschool Science and Technology (BLAST)***: A hands-on afterschool program for local students in grades six through eight.
- ***Berkeley Lab Internships for Precollegiate Scholars (BLIPS)***: A seven-week scientific internship programs for Bay Area high school juniors.
- ***Community College Initiative (CCI)***: A ten-week internship program for community college students to work with scientists or engineers on projects related to Berkeley Lab's research programs. Interns also attend career planning events and numerous training/informational sessions.
- ***Faculty and Student Teams (FaST)***: A three-year program designed to provide ten-week internships each summer for faculty and undergraduate students from minority-serving institutions (MSIs) to work with scientists or engineers on projects related to the Lab's research programs. They also attend career planning events and numerous training and informational sessions. The program is a joint initiative between Department of Energy (DOE) and the National Science Foundation to help build research capacity at traditionally underserved institutions of higher education.
- ***Academies Creating Teachers Scientists (ACTS)***: This three-year program supported by DOE at Berkeley Lab includes an eight-week mentored internship for science teachers each summer. Participants are placed in a scientific division based upon academic preparation, teaching assignments, experience and interests.
- ***Berkeley Lab In School Settings (BLISS) Resource Center***: In October of 2009, CSEE launched the BLISS Resource Center, funded by a gift from the S.D. Bechtel, Jr. Foundation, to provide kits of age-appropriate, kid-tested, educationally sound science activities - most of which have been developed by colleagues at the Lawrence Hall of Science - for check-out and use by Lab employees in local elementary and middle schools. The BLISS Resource Center provides workshops,

activities, literature and other resources to all Berkeley Lab employees to enable them to be ambassadors for science education in their communities. All BLISS materials are aligned with the California Science Standards in use by schools across the state.